



Leaders in the Making

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Introduction

It is easy to recognize that Rehab patients continue to be more complex and have more complicated follow up needs at discharge; yet length of stay is shorter than ever. The role of the RN is pivotal to caring for these patients. He/she is a critical factor in getting the patient home with the skills and knowledge to maintain community living and avoid readmission to the hospital.

Method

Training regarding leading teams

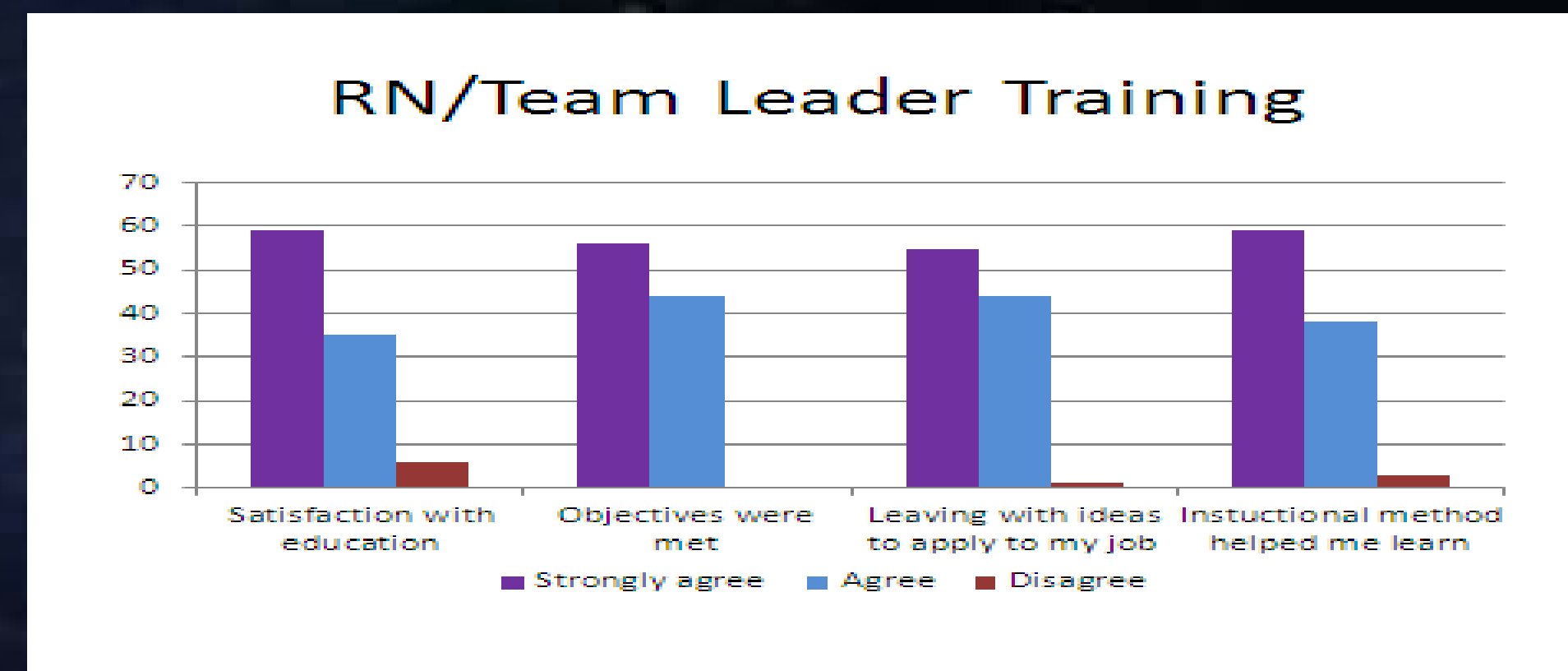
RN Self-assessment leading to creation of an individualized learning and development plan

Based on individualized plan, Leader identifies classes/mentors to facilitate RN growth and development

Purpose/Discussion

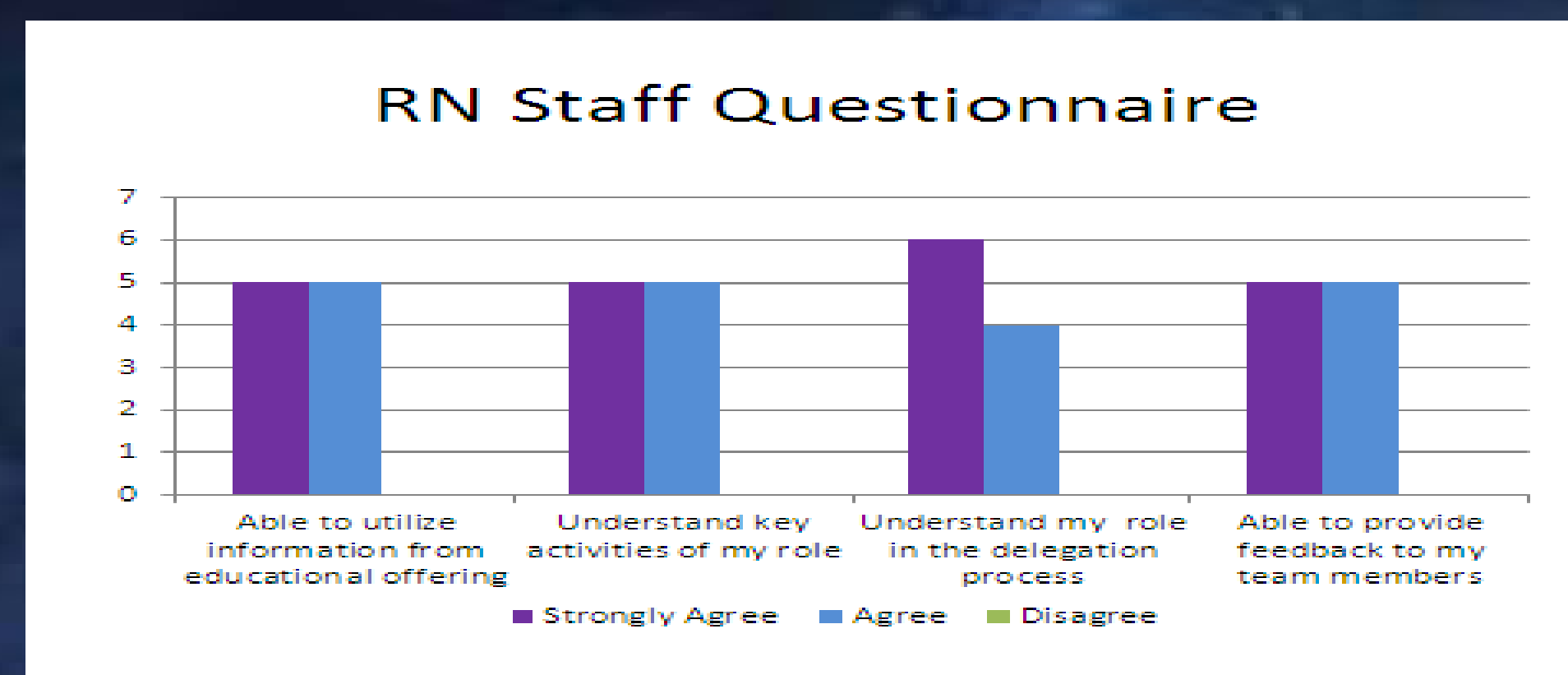
- Our purpose was to encourage and promote the development of our RN staff; leading them to a higher level of professionalism.
- Depending on their level of education, the RN may or may not have received training/education in their nursing program to ready them for leadership preparedness.

Initial Training



94% RNs strongly agree that they were satisfied with education. 97% strongly agree education objectives were met and that they will apply specific ideas to job/career.

Follow up Results to Initial Training



50% of RNs strongly agree and 50% agree that they have been able to utilize the information they received; that they better understand key activities of their role and that they are better able to provide performance improving feedback to team members. 60% strongly agree and 40% agree that they better understand their role in the delegation process.

Training Program Components

RN Development Plan

- ❖ Nurse Leader meets with individual RN to provide information and explain process; setting date to meet again
 - ✓ 4P-Role of RN
 - ✓ Job Description
 - ✓ Belief statements
 - ✓ RN Self-assessment
- ❖ Nurse Leader meets with RN at designated date
 - ✓ Discuss self-assessment and assist RN with setting goals
 - ✓ Assist RN to create Personal Development Plan
 - ✓ Provide RN with Development Roadmap
 - ✓ Determine with RN frequency of ongoing meetings
- ❖ Nurse Leader meets with RN on ongoing basis providing feedback and support, assisting the individual to progress in leadership abilities



Conclusion

In order to guide and direct activity on the unit, the RN must be able to demonstrate leadership skills. Depending on their level of education, the RN may or may not have received training/education in their nursing program to ready them for leadership preparedness.

A program of formal grooming and developing will lead to increased accountability by the RN related to guiding and directing activities on the unit. This will lead to higher functioning teams and promote better management of patient needs.

Eventual impact should include decreased LOS and decreased hospital readmissions. Another important outcome of this process for the nurse includes increased personal growth and job satisfaction. The ultimate outcome for the healthcare system is improved efficiency and cost effectiveness.